

# WCKY-AM, WEBN-FM, WKFS-FM, WKRC-AM, WLW-AM, WSAI-AM

## EEO PUBLIC FILE REPORT

June 1, 2013 - May 29, 2014

### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Part Time Promotions Assistant	5-6, 10-13, 15-16, 19, 22, 24, 26, 29, 32-36, 39, 41, 43, 45-48, 51-52, 54-58, 61-62	47
Part Time Promotions Assistant	5-6, 10-13, 15-16, 19, 22, 24, 26, 29, 32-36, 39, 41, 43, 45-48, 51-52, 54-58, 61-62	19
Revenue Assistant	6, 9, 11, 15, 19, 22, 24, 27, 33-34, 36, 39, 43, 46, 51-52, 54-57, 61	27
Digital Sales Coordinator	1-3, 6, 8-12, 14-15, 19-24, 30, 34, 38-42, 45-46, 49-51, 54-57, 59-62	24
Key Account Coordinator	1-4, 6, 8-12, 14-15, 19-23, 28, 30, 33-34, 36, 38-46, 49-52, 54-57, 59-62	19
Integrated Media Solutions Provider	1-3, 6, 8-12, 14-15, 19-23, 30, 34, 38-42, 45-46, 49-51, 54-57, 59-62	19
Integrated Media Solutions Provider	1-3, 6, 8-12, 14-15, 19-23, 30, 34, 38-42, 45-46, 49-51, 54-57, 59-62	19
Integrated Media Solutions Provider	1-3, 6, 8-12, 14-15, 19-23, 30, 34, 38-42, 45-46, 49-51, 54-57, 59-62	19
Finance Operations Analyst II	1, 3, 6-12, 14, 19-20, 22-23, 31, 34, 38, 41-42, 45-46, 50-51, 54-57, 59-61	19
Integrated Media Solutions Provider	1, 3, 6, 8-12, 14, 19-20, 22-23, 31, 34, 37-38, 41-42, 45-46, 50-51, 54, 56-57, 59-61	19
Integrated Media Solutions Provider	1, 3, 6, 8-12, 14, 19-20, 22-23, 31, 34, 37-38, 41-42, 45-46, 50-51, 54, 56-57, 59-61	19
Technical Producer - Full Time	1, 3, 6, 8, 10-12, 14, 16-17, 19-20, 22-23, 31, 34, 41-42, 45-46, 49-51, 54, 56-57, 59-61	17
IT/Systems Administrator	1, 3, 6, 8, 10-12, 14, 19-20, 22-23, 31, 34, 41-42, 45-46, 49-51, 54, 56-57, 59-61	23
Promotions/Digital Content Coordinator	1, 3, 6, 8, 10-12, 14, 17, 20, 22-23, 31, 34, 41-42, 45-46, 49-51, 54, 56-57, 59-61	17
VP of Programming	1-3, 8, 10-11, 14, 16-18, 20, 22-23, 25, 34, 41-42, 45-46, 49-51, 54, 57, 59	17
Integrated Media Solutions Provider	1-3, 6, 8-12, 14-15, 19-20, 22-23, 30-31, 34, 38-39, 41-42, 45-46, 49-51, 53-57, 59-61	19
Integrated Media Solutions Provider	1-3, 6, 8-12, 14-15, 19-20, 22-23, 30-31, 34, 38-39, 41-42, 45-46, 49-51,	19

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See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Key Account Coordinator	1-3, 6, 8-12, 14-15, 19-20, 22-23, 30-31, 34, 38-39, 41-42, 45-46, 49-51, 53-57, 59-61	19

**WCKY-AM, WEBN-FM, WKFS-FM, WKRC-AM, WLW-AM, WSAI-AM****EEO PUBLIC FILE REPORT****June 1, 2013 - May 29, 2014****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Chamber of Commerce 2945 Gilbert Avenue Cincinnati, Ohio 45206 Phone : 513-751-9900 Email : <a href="mailto:info@african-americanchamber.com">info@african-americanchamber.com</a> Marie Hughes	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-8058 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	0
3	American Advertising Federation 602 Main Street, Suite 806 Cincinnati, Ohio 45202 Phone : 513.984.9990 Email : <a href="mailto:jthompson@aafcincinnati.org">jthompson@aafcincinnati.org</a> Judy Thompson	N	0
4	Arts and Sciences Career Services 190 W 17th Ave, 05 Brown Hall Columbus Columbus, Ohio 43210 Phone : : 614-292-7055 Email : <a href="mailto:sridharan.1@osu.edu">sridharan.1@osu.edu</a> Fax : 614-688-3036 Sriram Sridharan	N	0
5	Baptist Ministries Conference 121 Nuby Cincinnati, Ohio 45217 Rev Damon Lynch Jr. Manual Posting	N	0
6	Brown Mackie College - Cincinnati Campus 1011 Glendale-Milford Road Cincinnati, Ohio 45215 Phone : 513-672-1901 Email : <a href="mailto:agarrison@brownmackie.edu">agarrison@brownmackie.edu</a> Angie Garrison	N	0
7	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 713.850.9125 Mandy Adams	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	CC Cincy Station Websites 8044 Montgomery Rd Suite 650 Cincinnati, Ohio 45236 Phone : 5136868300 Url : <a href="http://www.webn.com">www.webn.com</a> Station Websites Manual Posting	N	2
9	Central State University - Career Services 1400 Brush Row Road PO Box 1004 Wilberforce, Ohio 45384 Phone : 937-376-6444 Url : <a href="http://careers.centralstate.edu">careers.centralstate.edu</a> Isabella Cayo Manual Posting	N	0
10	Cinci/Hamilton Cnty Community Action Agency 1740 Langdon Farm Road Cincinnati, Ohio 45237 Phone : 513-569-1840 EXT 2423 Email : <a href="mailto:ldearmond@cincy-caa.org">ldearmond@cincy-caa.org</a> Laverne Dearmond	N	0
11	Cincinnati Enquirer 312 Elm Street Cincinnati, Ohio 45202 Phone : 513-768-8334 Email : <a href="mailto:cgoetz@enquirer.com">cgoetz@enquirer.com</a> Christie Goetz	N	0
12	Cincinnati State College 3520 Central Parkway Cincinnati, Ohio 45223 Phone : 513-569-1565 Email : <a href="mailto:jordan.lockwood@cincinnatiastate.edu">jordan.lockwood@cincinnatiastate.edu</a> Jordan Lockwood	N	0
13	Cinti/Hamilton Cnty Comm Action Agency 1740 Langdon Farm Cincinnati, Ohio 45206 Monica Jenkins Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.clearcareers.com">http://www.clearcareers.com</a> Clear Channel Corporate Manual Posting	N	5
15	College of Mount St Joseph 5701 Delhi Road Cincinnati, Ohio 45223 Phone : 513-244-4888 Url : <a href="http://myinterfase.com/msj/employer/">myinterfase.com/msj/employer/</a> Kenita Kelly Manual Posting	N	0
16	Current Employee	N	4
17	Current Employee/Internal Promotion	N	3
18	Did not indicate (Source Unknown)	N	2
19	Employee Referral	N	43
20	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-399-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> OpenHire Source Manual Posting	N	0
21	Goodwill Cincinnati 10600 Springfield Pike Cincinnati , Ohio 45215 Phone : <a href="mailto:mcaffrey@cincigoodwill.org">mcaffrey@cincigoodwill.org</a> Email : <a href="mailto:mcaffrey@cincigoodwill.org">mcaffrey@cincigoodwill.org</a> Fax : 1-513-621-5990 Marty Caffrey	N	0
22	Hyde Park Job Search Focus 1345 Grace Avenue Cincinnati, Ohio 45208 Phone : 513-871-0320 Email : <a href="mailto:info@jobsearchfocusgroup.com">info@jobsearchfocusgroup.com</a> Fax : 1-513-871-3754 Larry Porter	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> OpenHire Source Manual Posting	N	4
24	Indeed.com	N	4
25	Inside Radio 365 Union Street Littleton, New Hampshire 03561 Phone : 800-248-4242 EXT 711 Gene McKay Manual Posting	N	0
26	Interdenominational Ministerial Alliance 10988 Southland Cincinnati, Ohio 45240 Rev Dr Taylor Thompson Manual Posting	N	0
27	Internal Transfer/Promotion	N	1
28	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 937-258-8251 Email : <a href="mailto:zenaicb@aol.com">zenaicb@aol.com</a> Fax : 937-258-8714 Gail Basine	N	0
29	Internship Program	N	1
30	Miami University 241 Hoyt Hall Oxford, Ohio 45056 Phone : 513-529-3822 Url : <a href="http://miamiucsm.symplicity.com/employers/">miamiucsm.symplicity.com/employers/</a> Fax : 1-513-529-3831 Melissa Brown Manual Posting	N	0
31	Morehead State University 322 Allie Young Hall Morehead, Kentucky 40351 Phone : 606-783-2233 Email : <a href="mailto:careerservices@moreheadstate.edu">careerservices@moreheadstate.edu</a>	N	0

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32	Morningstar Baptist Church PO Box 6235 Cincinnati, Ohio 45206 Rev. Dr. Calvin Harper Manual Posting	N	0
33	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a> Scott Russell	N	0
34	NAACP 4439 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-1900 Email : <a href="mailto:naacp@fuse.net">naacp@fuse.net</a> Fax : 1-513-281-4454 Lettie Reid	N	0
35	NAACP 4439 Reading Rd Cincinnati, Ohio 45220 Dr. Calvert Smith Manual Posting	N	0
36	New Friendship Baptist Church Ohio Fax : 1-513-221-0197 Rev HL Harvey	N	0
37	Non-Employee Referral	N	1
38	Northern Kentucky Chamber 300 Buttermilk Pike Suite 330 Fort Mitchell, Kentucky 41017 Phone : 859-578-8800 Angela Dixon Manual Posting	N	0
39	Northern Kentucky University University Center Suite 230 Nunn Highland Heights, Kentucky 41099 Phone : 859-572-5900 Url : <a href="http://careerservices.nku.edu">careerservices.nku.edu</a> Fax : 1-859-572-6996 Juliane Stockman Manual Posting	N	0

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40	OH Rehabilitation Services 895 Central Ave. 7th Floor Cincinnati, Ohio 45202 Phone : 513-852-3260 Url : <a href="http://www.ohiomeansjobs.com">www.ohiomeansjobs.com</a> Crystal Hoffman Manual Posting	N	0
41	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : <a href="mailto:oab@oab.org">oab@oab.org</a> Patricia Geary	N	0
42	Ohio Baptist General Convention 818 S. Fred Shuttlesworth Cir Cincinnati, Ohio 45229 Phone : 513-281-5942 Email : <a href="mailto:jamespankey@fuse.net">jamespankey@fuse.net</a> James Pankey	N	0
43	Ohio Bureau Employment Ohio Email : <a href="mailto:mahilt@hotmail.com">mahilt@hotmail.com</a> Mark Hilt	N	0
44	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View Valley View, Ohio 44125 Phone : 216-447-9117 Email : <a href="mailto:gary@beonair.com">gary@beonair.com</a> Fax : 216-642-9232 Gary James	N	0
45	Ohio Center for Broadcasting 6703 Madison Cincinnati, Ohio 45227 Phone : 513-271-6060 Email : <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> Don Clark	N	0
46	OHIO ILLINOIS CENTER FOR BROADCASTING 5330 E. Main Street, Suite 200 Columbus, Ohio 43213 Phone : 614.655.5250 x5107 Url : <a href="http://www.funjobsonair.com">www.funjobsonair.com</a> Email : <a href="mailto:twilson@beonair.com">twilson@beonair.com</a>	N	0



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47	Other Source	N	1
48	Rainbow Conference 3212 Reading Cincinnati, Ohio 45229 Rev HL Harvey Manual Posting	N	0
49	Santa Maria Community Services 2918 Price Avenue Cincinnati, Ohio 45204 Phone : 513-587-6920 EXT 305 Email : <a href="mailto:Thanapat.vichitchot@santamaria-cincy.org">Thanapat.vichitchot@santamaria-cincy.org</a> Thanapat Vichitchot	N	0
50	Super Jobs Center 1916 Central Parkway Cincinnati, Ohio 45214 Phone : 513-946-7200 Email : <a href="mailto:huntej@jfs.hamilton-co.org">huntej@jfs.hamilton-co.org</a> Jason Hunter	N	0
51	The Clovernook Center 7000 Hamilton Avenue Cincinnati, Ohio 45231 Phone : 513-522-3860 Email : <a href="mailto:cgeiger@clovernook.org">cgeiger@clovernook.org</a> Chuck Geiger	N	0
52	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : <a href="mailto:announcements@thefreeformradioinitiative.org">announcements@thefreeformradioinitiative.org</a> Scott McWilliams	N	0
53	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : <a href="http://www.collegecentral.com/thomasmore">www.collegecentral.com/thomasmore</a> Julie Mueller Manual Posting	N	0

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54	UC - Clermont College 4200 Clermont College Drive Batavia, Ohio 45103 Phone : 513-732-5277 Email : <a href="mailto:bambermb@ucmail.uc.edu">bambermb@ucmail.uc.edu</a> Beth Bambermb	N	0
55	UC Career Development Center PO Box 210115 Cincinnati, Ohio 45221 Phone : 513-556-3471 Url : <a href="http://www.recruitacat.com">www.recruitacat.com</a> Mike Barnes Manual Posting	N	0
56	University of Cincinnati - Blue Ash 9555 Plainfield Road Cincinnati, Ohio 45236 Phone : 513-745-5671 Url : <a href="http://www.collegecentral.com/ucblueash">www.collegecentral.com/ucblueash</a> Email : <a href="mailto:angela.lucas@uc.edu">angela.lucas@uc.edu</a> Fax : 1-513-792-8626 Angie Lucas	N	0
57	Urban League of Greater Cincinnati 3458 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-9955 Email : <a href="mailto:rshabazz@gcul.org">rshabazz@gcul.org</a> Fax : 1-513-281-0466 Rocky Shabazz	N	0
58	WCSU Cosby Mass Communication Center Wilberforce, Ohio 452384 Dr. John Logan Jr. Manual Posting	N	0
59	WCSU Cosby Mass Communication Center Wilberforce, Ohio 45384 Phone : 937-376-2911 Email : <a href="mailto:wcsu@centralstate.edu">wcsu@centralstate.edu</a> Jack Williams	N	0

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60	Wilberforce University 1055 N. Bickett Road Wilberforce, Ohio 45384 Phone : 937-376-2911 Email : <a href="mailto:esmails@wilberforce.edu">esmails@wilberforce.edu</a> Erick Smalls	N	0
61	Wilmington College Pyle Center Box 1306 Wilmington, Ohio 45177 Phone : 937-382-6661 EXT 299 Email : <a href="mailto:tammy_fraser@wilmington.edu">tammy_fraser@wilmington.edu</a> Tammy Fraser	N	0
62	YWCA 898 Walnut St Cincinnati, Ohio 45202 Phone : 513-241-7090 Email : <a href="mailto:website@ywcacin.org">website@ywcacin.org</a> Martha Wolfe	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>72</b>

**WCKY-AM, WEBN-FM, WKFS-FM, WKRC-AM, WLW-AM, WSAI-AM****EEO PUBLIC FILE REPORT****January 1, 2013 - May 29, 2014****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Point</b>
1	2/6/2013	Participation in Job Fairs	Our SEU participated in University of Cincinnati's Career Fair. Station Participants included our Recruitment Director	3	Recruitment Director GSM Sales Manager	0.25
2	2/11/2013	Participation in Job Fairs	Our SEU participated in University of Dayton's Career Fair. Station participants include our recruitment Director.	3	Promotions Director GSM Sales Manager	0.25
3	2/12/2013	Participation in Job Fairs	Our SEU participated in Xavier University's Career Fair. Station participants include our Recruitment Director.	3	Recruitment Director Recruitment Director Recruitment Director	0.25
4	2/27/2013	Participation in Job Fairs	Our SEU participated in Northern Kentucky University's Career Fair. Station Participants include our Recruitment Director.	3	Recruitment Director GSM Sales Manager	0.25
5	6/2/2013	Establishment of an intern program designed to assist members of the community	From June 2, 2013 - May 30, 2014 our SEU hosted 36 interns. 2 from Ball State University, 1 from Georgetown College, 1 from Marshall University, 4 from Miami University, 9 from Northern KY University, 4 Ohio Center for Broadcasting, 1 from Ohio State University, 1 from Saint Louis University, 1 from University of Arizona, 8 from the University of Cincinnati, 1 from University of Kentucky, 1 from Wilmington College, and 1 from Xavier University. They learned about and experienced careers in broadcasting under the supervision of our promotions Director, Digital Manager, and Sales Manager	7	Digital Manager Sales Manager Promotions Director Promotions Director	1.00
5	1/3/2014	Sponsorship of events in the community designed to increase public awareness	Facility tours showcasing different areas of employment within the radio industry.	1	Promotions Director	0.50
7	1/27/2014	Sponsorship of events in the community designed to increase public awareness	Facility tours showcasing different areas of employment within the radio industry. Cub Scout pack 694	1	AE	0.50
8	3/5/2014	Sponsorship of events in the community designed to increase public awareness	Facility tours showcasing different areas of employment within the radio industry.	1	Promotions Director	0.50

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Point</b>
9	4/1/2014	Sponsorship of events in the community designed to increase public awareness	Facility tours showcasing different areas of employment within the radio industry.	1	Promotions Director	0.50
10	4/18/2014	Sponsorship of events in the community designed to increase public awareness	Facility tours showcasing different areas of employment within the radio industry.	1	Promotions Director	0.50
11	4/18/2014	Sponsorship of events in the community designed to increase public awareness	Facility tours showcasing different areas of employment within the radio industry. Cub Scout pack 135 Den 1 Tigers based out of St Veronica School in Eastgate	1	AE	0.50
12	5/6/2014	Sponsorship of events in the community designed to increase public awareness	Facility tours showcasing different areas of employment within the radio industry.	1	Promotions Director	0.50
13	5/12/2014	Sponsorship of events in the community designed to increase public awareness	Facility tours showcasing different areas of employment within the radio industry. Cub Scout pack 702	1	Promotions Director	0.50
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>6.00</b>